NOVARTIS

Senior Principal Software Engineer

Job ID
REQ-10054674
Jun 12, 2025
India

Summary

We are seeking a Senior Principal Software Engineer to join our team of talented software professionals, focusing on hands-on development of scalable, high-performance applications. This role requires someone deeply committed to the craft of software engineering, proficient in object-oriented programming (OOP), data structures, and algorithms, while adhering to modern coding standards and design patterns.
This is an individual contributor (IC) role designated for the technical track, emphasizing direct hands-on software development and not managerial or team leadership.
The complexities of our challenges necessitate deep analytical thought and engineering ingenuity, which extend beyond the current capabilities of AI-generated code. We seek candidates with strong foundational programming skills and a knack for problem-solving.
You will work collaboratively with cross-functional teams, building sophisticated applications for frontend and backend systems while ensuring quality, reliability, and scalability.

About the Role

Key Responsibilities:

Software Development

- Architect, design, and implement both frontend and backend software systems using the provided tech stack with a heavy emphasis on **hands-on coding**.
- Apply **Object-Oriented Programming (OOP)** principles and efficient **data structures and algorithms** to solve real-world problems.
- Write clean, maintainable, and scalable code following best practices such as DRY, SOLID, and design patterns.

Technical Problem Solving

- Evaluate and troubleshoot complex technical issues in a structured and efficient manner.
- Create effective solutions that leverage deep understanding of software engineering principles rather than relying on external dependencies like AI-generated code.

Testing and Code Quality

- Implement rigorous testing strategies using industry tools (e.g., unit and E2E testing frameworks like Jest and Cypress).
- Ensure consistently high code quality using tools such as ESLint and Prettier.

Back-End Development

- Build robust backend systems using **Node.js**, **Express**, **PostgreSQL**, and other modern tools while ensuring cross-system compatibility.
- Design and manage APIs and database systems optimized for scalability and performance.
- Work with messaging and event-driven architectures using **Kafka**.

Front-End Development

- Develop dynamic, user-friendly frontend applications using **React**, **Redux Toolkit**, and associated libraries.
- Maintain engaging and responsive UIs leveraging libraries like Bootstrap and Reactstrap.

Infrastructure & Deployment

- Manage containerized applications using **Docker** and CI/CD automation workflows with **Jenkins**.
- Continuously improve the deployment pipeline for faster feature delivery in production.

Collaboration

- Participate in Sprint planning, code reviews, and team retrospectives to contribute technical insight and domain expertise.
- Work with product managers and QA teams to refine requirements and test deliverables effectively.

Qualifications:

Must-Have Skills

- Strong hands-on expertise in **Object-Oriented Programming (OOP)** principles, **data structures**, and **algorithms**.
- Proficiency in core technologies such as **JavaScript**, **React**, **Node.js**, **Express**, **PostgreSQL**, and distributed systems such as **Kafka**.
- Deep knowledge of frontend and backend development practices and patterns.
- Strong debugging and problem-solving skills.

Testing and Code Quality

- Proven experience with testing frameworks (e.g., Jest, Cypress) for both unit and end-to-end testing.
- Skilled in using tools such as ESLint and Prettier for code consistency and quality.

Infrastructure & Deployment

- Hands-on experience with containerized deployments using Docker and CI/CD pipelines with Jenkins.

Preferred Skills

- Familiarity with styling libraries/frameworks like **Bootstrap** and **Reactstrap** for creating responsive UIs.
- Experience working on large-scale enterprise applications or distributed architectures.
- Strong grasp of Agile development practices and collaboration tools.

Soft Skills

- Exceptional analytical and problem-solving capabilities, rooted in a deep technical understanding of the software.
- Excellent verbal and written communication skills.
- A proactive mindset with the ability to work both independently and collaboratively.

What We're Looking For:

We are searching for a hands-on **Senior Principal Software Engineer** who thrives in complex problem-solving environments, loves coding, and is excited about building robust systems. You should possess strong programming fundamentals and the ability to design and implement solutions from the ground up, as the complexities of our challenges necessitate deep analytical thought which extend beyond the current capabilities of AI-generated code

Why Join Us:

- **Challenging Work**: Opportunity to solve complex business problems using cutting-edge technologies.
- **Hands-On Coding**: Immerse yourself in technical challenges and contribute directly to building scalable systems.
- **Collaborative Environment**: Work with a team of dedicated professionals in a fast-paced, growth-oriented company.
- **Competitive Compensation**: Attractive salary package along with performance bonuses and other perks.

Compensation:

- Competitive salary with performance-based incentives.
- Comprehensive health, dental, and vision benefit plans.
- Opportunities for advancement in a technical track with no managerial expectations.
- Flexible work environments and professional development programs.

If you are a passionate software engineer who values creativity, strong coding practices, and efficiency, apply now to join a team that thrives on technical excellence without shortcuts.

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? https://www.novartis.com/about/strategy/people-and-culture

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: https://talentnetwork.novartis.com/network

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: https://www.novartis.com/careers/benefits-rewards

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Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.india@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

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